



VPP Criteria for Employee Involvement

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Employee Involvement

- VPP states the employer (MSFC) must offer employees **at least three ways** to be involved in MSFC's Safety, Health, and Environmental (SHE) Program (in addition to reporting hazards).
- MSFC culture must **enable** and **encourage** effective employee involvement in the planning and operation of the SHE Program.

Employee Involvement

- Examples of **acceptable employee involvement** include the following:
 - Participating in ad hoc safety and health problem-solving groups,
 - Participating in accident and close call investigations,
 - Participating in audits and/or worksite inspections,
 - Planning and preparation for monthly safety meetings,



Employee Involvement

- Examples of **acceptable employee involvement** (continued):
 - Developing and revising safety rules,
 - Training other employees in safety and health (e.g., Safety 2001),
 - Analyzing job/process hazards (e.g., writing procedures),



Employee Involvement

- Examples of **acceptable employee involvement** (continued):
 - Acting as safety observers,
 - Serving on safety and health committees



Employee Involvement

- All Center employees **MUST** be involved in at least one activity to meet VPP criteria.
- **Advantages** of employee participation
 - Employees are the ones in contact with potential hazards and will have a vested interest in safer processes.
 - Group decisions have the advantage of the group's wider field of experience.



Employee Involvement



■ Advantages of employee participation (continued)

- Employees who are encouraged to offer ideas and whose contributions are taken seriously are more satisfied and productive.
- Employees are more likely to support and use programs in which they have input.
- Employees' knowledge increases which helps develop a stronger safety culture.

Employee Involvement



Remember...

The best safety, health, and environmental protection program occurs when **everyone** at the worksite shares responsibility for total protection.